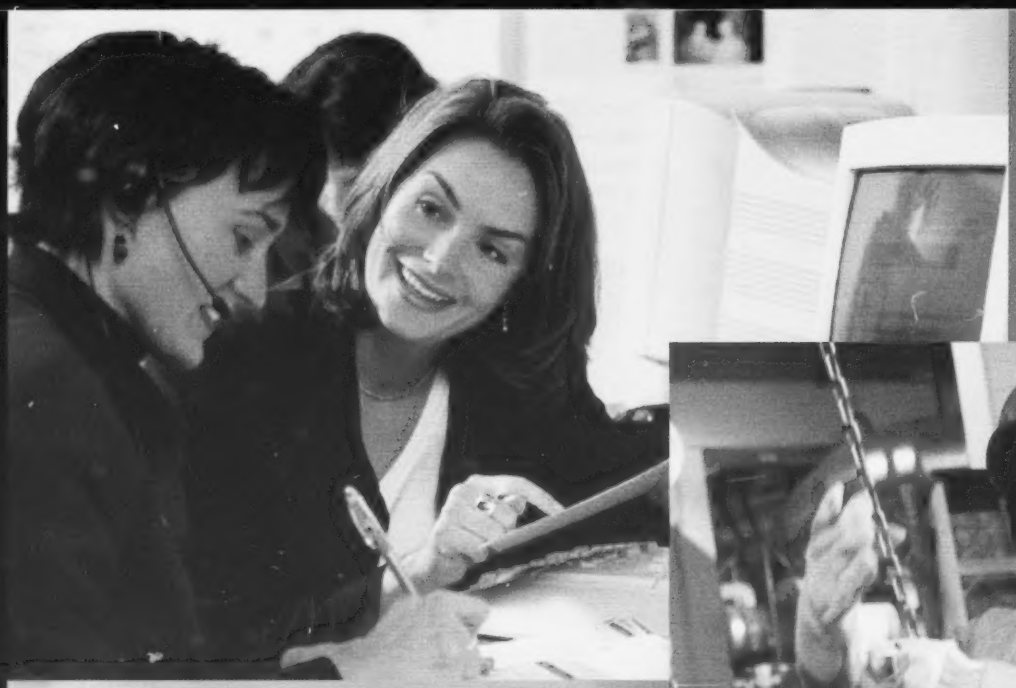


ALBERTA LABOUR FORCE PROFILES

Women 2013

Alberta

Highlights

For the purpose of this profile, the population is defined as women 15+ years.

Working Age Population of Women in Alberta

- The number of women in Alberta's working age population grew by 26.6% or 327,600 between 2003 and 2013.

Labour Force Statistics of Women in Alberta

- At 4.5%, women in Alberta had the second lowest unemployment rate of all women in Canada, after Saskatchewan's rate of 4.2%.
- In 2013, women in Alberta had the highest participation rate of all women in Canada, at 66.8%.
- Alberta women had the highest employment rate, at 63.8%, of all women in Canada in 2013.

Employment of Women in Alberta by Industry

- Women accounted for 82.6% of those employed in Health Care and Social Assistance in Alberta in 2013.
- Between 2003 and 2013, the Construction industry had the highest employment growth rate for Alberta women at 101.7%.

Employment of Women in Alberta by Occupation

- Over 68.0% of all employed women in Alberta worked in three occupational groups: Sales and service occupations, 29.5%; Business, finance and administrative occupations, 27.9%; and Occupations in social science, education, government service and religion, 11.2%.
- Women accounted for 82.0% of those employed in Health occupations.
- The two occupational groups that saw the largest percentage increase in women's employment in Alberta between 2003 and 2013 were Natural and applied sciences and related, up 74.3%; and Health, up 53.6%.

Educational Attainment of Employed Women in Alberta

- The number of employed women in Alberta with university degrees increased by 77.8% from 2003 to 2013, while those with above bachelor's degrees increased by 81.7% over the same period.

Full-time/Part-time Employment of Women in Alberta

- The number of women employed full-time and part-time rose 32.7% and 11.1% respectively between 2003 and 2013.
- Over this ten-year period, the largest percentage increases in full-time employment were women in the 65 years and over and the 45-64 years age groups: 305.4% and 46.7% respectively.

Average Hourly Wage of Women in Canada

- Alberta women received the highest average hourly wage in Canada, $24.44.
- In 2013, the average hourly wage for women in Alberta was $2.13 higher per hour than the overall average hourly wage for women in Canada of $22.31.
- The $24.44 average hourly wage for women in Alberta was lower than the $30.63 for men by $6.19.

Average Hourly Wage of Women in Alberta by Industry

- The difference in the average hourly wage between men and women was the smallest in Information, Culture and Recreation, at $1.49; and the highest in Professional Scientific & Technical Services, at $11.26.

Average Hourly Wage of Women in Alberta by Occupation

- Women in Management occupations had the highest average hourly wage of $36.32 in 2013.
- The average hourly wage of women in Management occupations had the largest increase between 2003 and 2013, from $22.20 in 2003 to $36.32 in 2013.

Average Hourly Wage of Women in Alberta by Age Group

- Women's average wage was lower than men's across all age groups.
- On average, women 55 years and older had the highest average hourly wage of the three women age groups, at $27.50.

Working Age Population of Women in Alberta

For the purpose of this labour force profile, working age population (or WAP) refers to people who are 15 years and older (please refer to the Appendix for definitions of labour force terms).

Alberta had the lowest percentage of women in the working age population, at 49.1%, while Nova Scotia had the highest percentage at 52.1% (Figure 1). The overall Canadian average was 50.7%.

Figure 1

Number and Percentage of Women by Province, 2013

Region	Population (15+ years)	Women (15+ years)	Women's Share
Canada	28,673,200	14,537,400	50.7%
Newfoundland and Labrador	429,500	220,100	51.2%
Prince Edward Island	120,800	62,300	51.6%
Nova Scotia	781,400	407,400	52.1%
New Brunswick	620,000	319,900	51.6%
Quebec	6,691,400	3,380,800	50.5%
Ontario	11,203,800	5,723,400	51.1%
Manitoba	973,500	492,400	50.6%
Saskatchewan	826,100	414,700	50.2%
Alberta	3,172,400	1,558,700	49.1%
British Columbia	3,854,500	1,957,600	50.8%

Source: Statistics Canada, Labour Force Survey

Between 2003 and 2013, the number of women in Alberta's working age population grew by 327,600 or 26.6% which exceeded the Canadian working age women's population growth rate by 12.5 percentage points (Figure 2). Alberta's working age population grew by 689,800 over the same period.

Figure 2

Working Age Population (15+ years), 2003 and 2013

	2003	2013	Growth	% Growth
Canadian	25,098,500	28,673,200	3,574,700	14.2%
Women in Canada	12,744,900	14,537,400	1,792,500	14.1%
Albertans	2,482,600	3,172,400	689,800	27.8%
Women in Alberta	1,231,100	1,558,700	327,600	26.6%

Source: Statistics Canada, Labour Force Survey

Labour Force Statistics for Women in Alberta

In 2013, 44.9% of Alberta's labour force and 45.0% of employed Albertans were women (Figure 3). Women also accounted for 43.9% of Alberta's unemployed. The unemployment rate of 4.5% for Alberta women was 0.2 percentage points lower than the rate for men and 0.1 percentage points lower than the provincial average unemployment rate of 4.6%.

Figure 3

Labour Force Statistics by Gender, Alberta, 2013

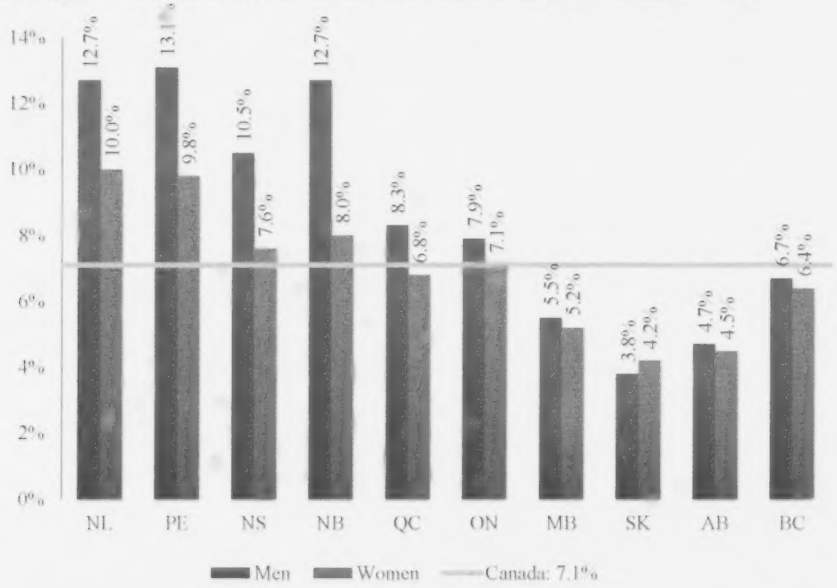
	Women (15+ years)	Men (15+ years)	Albertans (15+ years)	Women's Share
Working Age Population	1,558,700	1,613,700	3,172,400	49.1%
Labour Force	1,041,200	1,277,000	2,318,200	44.9%
Employed	994,100	1,216,800	2,211,000	45.0%
Unemployed	47,100	60,200	107,200	43.9%
Participation Rate	66.8%	79.1%	73.1%	
Employment Rate	63.8%	75.4%	69.7%	
Unemployment Rate	4.5%	4.7%	4.6%	

Source: Statistics Canada, Labour Force Survey

Canada's unemployment rate was 7.1%, higher than the 6.6% for Canadian women in 2013. The unemployment rate for Alberta women, at 4.5%, was lower than their Canadian counterparts. Alberta women's unemployment rate was the second lowest rate for women in the ten provinces in 2013, after Saskatchewan's 4.2% (Figure 4).

Figure 4

Unemployment Rates by Gender, Canada and Provinces, 2013



Source: Statistics Canada, Labour Force Survey

The unemployment rates fell in all but one age group for men and declined in two groups for women between 2003 and 2013. Women and men 45 years and older had higher unemployment rates in 2013 compared to 2003. Alberta women aged 15 to 24 years experienced a higher unemployment rate in 2013 compared to 2003 (Figure 5).

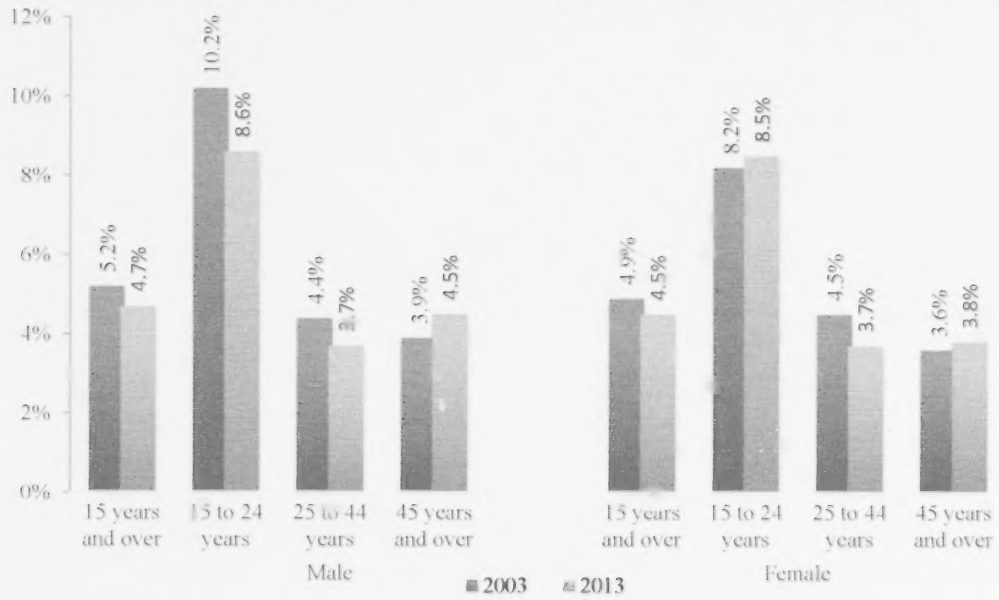
Between 2003 and 2013, the unemployment rate for women aged 45 years and older rose 0.2 percentage points, and for men of the same age group, it increased 0.6 percentage points. In 2013, the unemployment rates for women and men 45 years and older were 3.8% and 4.5% respectively.

Women aged 25 to 44 had the largest decrease in their unemployment rate of 0.8 percentage points, between 2003 and 2013. Men aged 15 to 24 had the largest decline of 1.6 percentage points over the same period.

In 2013, the greatest difference in unemployment rates between men and women occurred in the 45 years and over age group, where the unemployment rate for men was 0.7 percentage points higher than the women's rate.

Figure 5

Unemployment Rate by Gender and Age Group, Alberta, 2003 and 2013

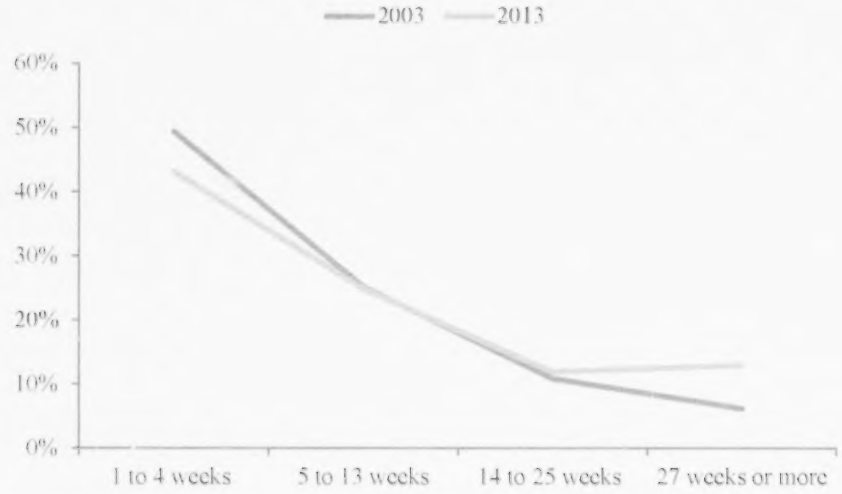


Source: Statistics Canada, Labour Force Survey

In 2013, 43.1% of unemployed women had an unemployment duration between one to four weeks compared to 49.4% in 2003. The average duration of unemployment for women in Alberta increased from 9.4 weeks in 2003 to 13.7 weeks in 2013 (Figure 6). In 2013, 13.0% of unemployment lasted 27 weeks or longer in 2013 for Alberta women.

Figure 6

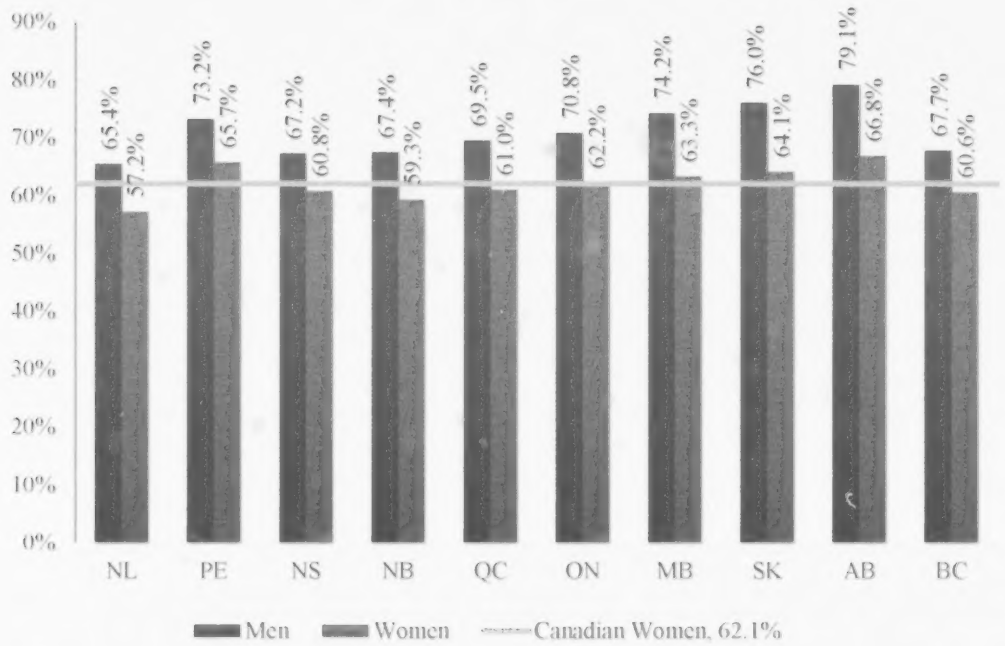
Duration of Unemployment for Women in Alberta, 2003 and 2013



Source: Statistics Canada, Labour Force Survey

In 2013, Alberta women's participation rate was 66.8%, the highest among women in all provinces (Figure 7). This rate was 0.3 percentage points higher than the Canadian average participation rate of 66.5%, and 4.7 percentage points higher than the Canadian female average participation rate of 62.1%. Women's participation rates were lower than men's in all ten provinces, and the largest difference of 12.3 percentage points occurred in Alberta.

Figure 7
Participation Rates by Gender, Canada and Provinces, 2013



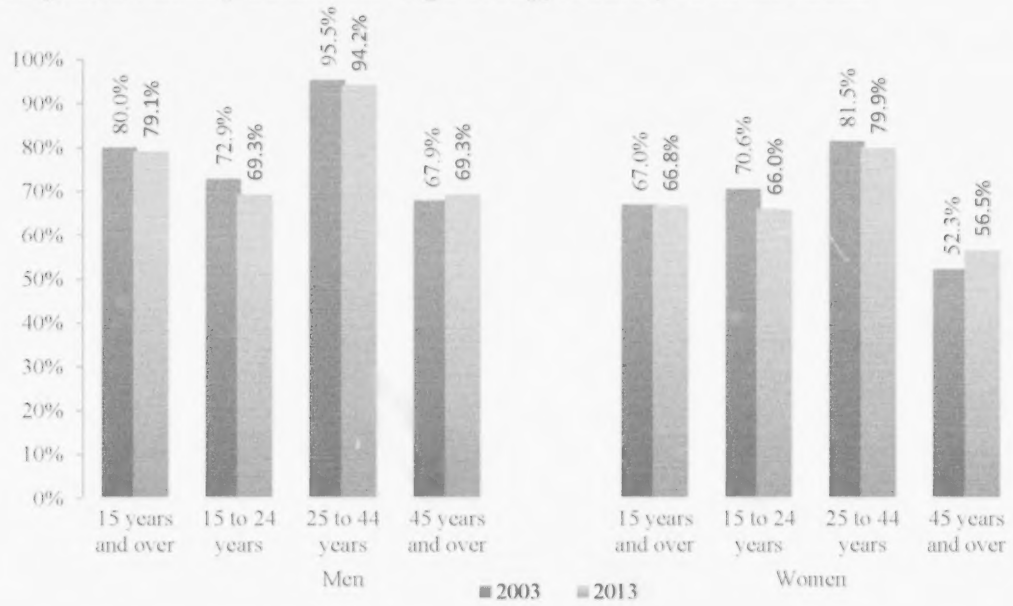
Source: Statistics Canada, Labour Force Survey

The largest increase in the participation rate over the ten years for both men and women was for those aged 45 years and over, rising 1.4 and 4.2 percentage points respectively (Figure 8).

Between 2003 and 2013, the participation rates fell for women aged 15 to 24 years and for women aged 25 to 44 years by 4.6 and 1.6 percentage points respectively. The participation rate declined 3.6 and 1.3 percentage points for men in these same age groups. Overall, the participation rate for women in Alberta decreased 0.2 percentage points, and for men, it decreased by 0.9 percentage points in the ten years.

Figure 8

Participation Rate by Gender and Age Group, Alberta, 2003 and 2013

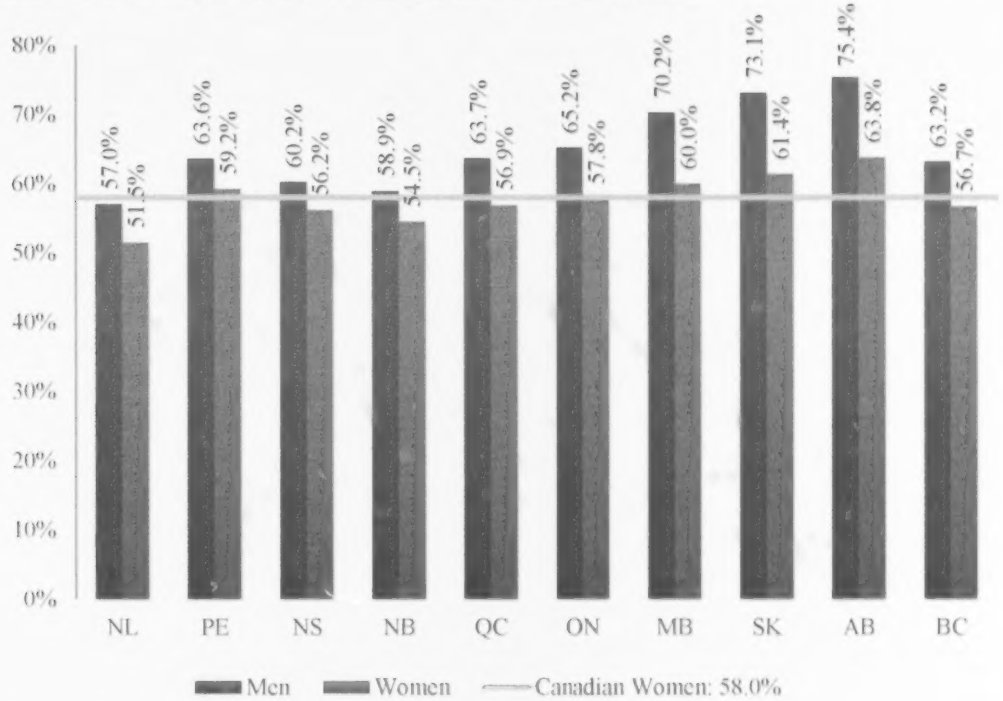


Source: Statistics Canada, Labour Force Survey

The employment rate for women in Alberta was 63.8%, the highest of all women in the ten provinces (Figure 9). This rate was 2.0 percentage points higher than the Canadian employment rate of 61.8%, and 5.8 percentage points above the Canadian women's employment rate of 58.0%.

Figure 9

Employment Rate by Gender, Canada and Provinces, 2013



Source: Statistics Canada, Labour Force Survey

Women aged 15 and older saw a 0.1 percentage point increase in their employment rate, and men had a 0.4 percentage point decrease over the ten-year period (Figure 10).

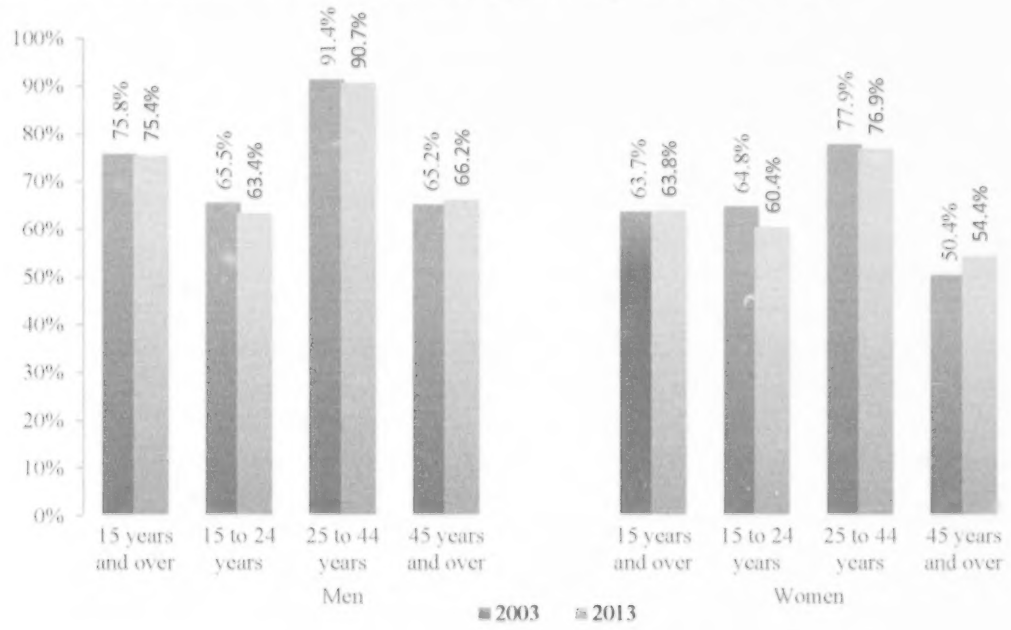
Employment rates for women were below the rates for men across all age groups in both years. Both men and women in the 25 to 44 year old group had the highest employment rates of all groups in 2003 and 2013. The biggest difference in employment rate between men and women also occurred in this age group, where men's rate was 13.8 percentage points higher than women's in 2013.

The employment rates for men and women aged 15 to 24 years were lower in 2013 compared to 2003, by 2.1 and 4.4 percentage points respectively. For the 25 to 44 year old group, the employment rate was 0.7 percentage points lower for men and 1.0 percentage points lower for women.

Among men and women and across the four age groups, women 45 years and older had the largest overall increase in employment rate of 4.0 percentage points, between 2003 and 2013.

Figure 10

Employment Rate by Gender and Age Group, Alberta, 2003 and 2013



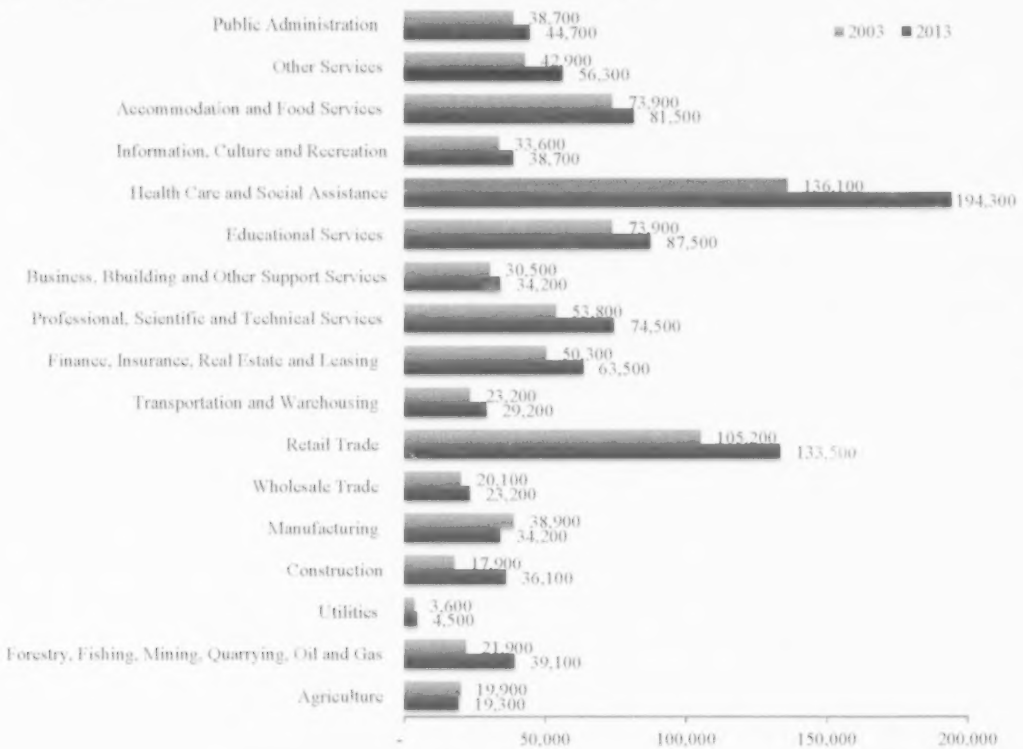
Source: Statistics Canada, Labour Force Survey

Employment of Women in Alberta by Industry

The industry with the most women employed in Alberta in 2013 was Health Care and Social Assistance (Figure 11). In 2013, 194,300 women were employed in that industry, representing 19.5% of all employed women in Alberta. Retail Trade had the second largest proportion of employed women in Alberta, 13.4% of all women employed, or 133,500 women. The industry that had the least number of women employed was Utilities, at 4,500 or 0.5% of all employed women in 2013.

Between 2003 and 2013, employment grew more than 40.0% for women in the following three industries: Construction, up by 101.7%; followed by Forestry, Fishing, Mining, Quarrying, Oil and Gas, with a 78.5% increase; and Health Care and Social Assistance, up by 42.8%. Over this ten year period, two industries saw declines in women's employment: Manufacturing, down by 12.1%; and Agriculture, by 3.0%.

Figure 11
Women Employment by Industry, Alberta, 2003 and 2013



Source: Statistics Canada, Labour Force Survey

Employment of Women in Alberta by Occupation

Over the ten-year period, the number of women employed rose across all occupations except those Occupations unique to processing, Manufacturing and Utilities, where employment fell by 1,500 (Figure 12).

The four occupations with the largest rate of growth in employment for Alberta women between 2003 and 2013 were Natural and applied sciences and related occupations, up 74.3%; Health occupations, up 53.6%; and Trades, transport and equipment operators and related occupations, up 45.2%; and Occupations in social science, education, government service and religion, up 29.7%.

In 2013, 29.5% of women were employed in Sales and service occupations. Another 27.9% of all employed women in Alberta worked in Business, finance and administrative occupations. Of the ten occupational groups, just 1.6% of employed women worked in Occupations unique to processing, Manufacturing and Utilities.

Two occupations which had a predominance of women employed were: Health occupations in which 82.0% were women, and Business, finance and administrative occupations in which 72.6% were women. The two occupations with the smallest proportion of women employed were Trades, transport and equipment operators and related occupations, in which 7.7% were women, and those Occupations unique to primary industry, in which 18.1% were women.

Figure 12

Women Employment by Occupation in Alberta, 2003 and 2013

Occupation	2003	2013	% Growth
Management occupations	50,200	53,000	5.6%
Business, finance and administrative occupations	221,500	277,400	25.2%
Natural and applied sciences and related occupations	26,100	45,500	74.3%
Health occupations	71,600	110,000	53.6%
Occupations in social science, education, government service and religion	85,600	111,000	29.7%
Occupations in art, culture, recreation and sport	26,800	32,000	19.4%
Sales and service occupations	241,900	293,500	21.3%
Trades, transport and equipment operators and related occupations	21,900	31,800	45.2%
Occupations unique to primary industry	21,800	24,300	11.5%
Occupations unique to processing, manufacturing and utilities	17,100	15,600	-8.8%

Source: Statistics Canada, Labour Force Survey

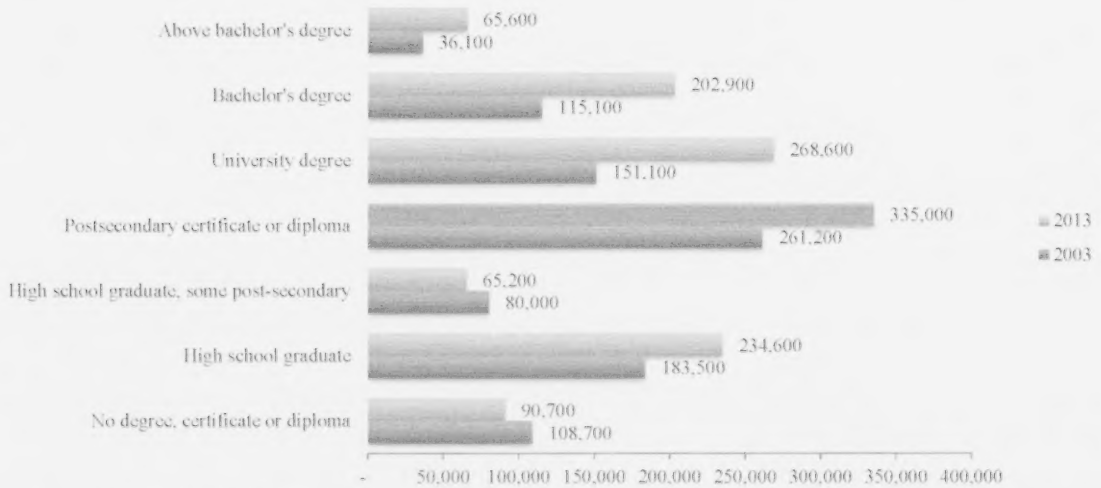
Educational Attainment of Employed Women in Alberta

More employed women in 2013 attained education beyond the secondary level than employed women in 2003 (Figure 13). At the same time, there were fewer employed women in 2013 that had no degree, certificate or diploma, as well as fewer employed women who were high school graduates with some post-secondary education compared to 2003.

Between 2003 and 2013, the number of employed women with no degree, certificate or diploma decreased by 16.6% while the number of employed women with university degrees rose 77.8%.

Figure 13

Educational Attainment of Employed Women, 2003 and 2013



Source: Statistics Canada, Labour Force Survey

Of employed Albertans who had attained post-secondary certificates or diplomas, 44.1% were women (Figure 14). The proportion of employed women who attained a university degree was 27.0% compared to 21.9% for men.

The proportion of employed women who had a high school diploma as their highest level of attainment was 23.6% compared to men at 24.1%. Of employed men, 13.4% had no degree, certificate or diploma; for women, it was 9.1%.

Figure 14

Educational Attainment of Employed Albertans by Gender (15+ years), 2013

	Alberta	Men		Women	
		Number	%	Number	%
No degree, certificate or diploma	11.5%	163,400	13.4%	90,700	9.1%
High school graduate	23.9%	293,500	24.1%	234,600	23.6%
High school graduate, some post-secondary	6.0%	68,300	5.6%	65,200	6.6%
Trade certificate	14.6%	250,200	20.6%	73,400	7.4%
College diploma	17.7%	155,000	12.7%	236,000	23.7%
Certificate or diploma below bachelor	2.1%	19,600	1.6%	25,800	2.6%
Bachelor's degree	17.5%	183,600	15.1%	202,900	20.4%
Above bachelor's degree	6.7%	83,100	6.8%	65,600	6.6%
Total	100.0%	1,216,700	100.0%	994,100	100.0%

Source: Statistics Canada, Labour Force Survey

Full-time/Part-time Employment of Women in Alberta

The number of Alberta women employed full-time increased by 32.7% and those employed part-time grew 11.1% between 2003 and 2013 (Figure 15). In 2003, 72.2% of all employed women worked full-time, and in 2013, it was 75.7%.

In 2013, more women were employed full-time than part-time in all age groups. The percentage growth in full-time employment in the ten-year period was highest for women 65 years and older, at 305.4%, followed by those 45 to 64 years old, at 46.7%. Women 65 years and older also had the highest growth rate in part-time employment, at 129.5%, followed by the 45 to 64 year olds, at 32.5%.

Of all age groups, women 45 to 64 years of age had the largest increase in the number of both full-time and part-time employment, by 90,900 and 19,600 respectively over the ten-year period. Part time employment grew 0.9% for women aged 25 to 44 years, and decreased by 6.2% for women 15 to 24 year of age.

Figure 15

Alberta Women Full-Time and Part-Time Employment by Age Group, 2003 and 2013

	2003		2013		Growth in Employment (%)
	Employment	% of all Employed Women (15+ years)	Employment	% of all Employed Women (15+ years)	
15+ years	784,400		994,100		26.7%
Full-Time	566,600	72.2%	752,100	75.7%	32.7%
Part-Time	217,800	27.8%	242,000	24.3%	11.1%
15-24 years	146,100	18.6%	150,900	15.2%	3.3%
Full-Time	79,800	10.2%	88,700	8.9%	11.2%
Part-Time	66,300	8.5%	62,200	6.3%	-6.2%
25-44 years	373,500	47.6%	448,900	45.2%	20.2%
Full-Time	288,500	36.8%	363,000	36.5%	25.8%
Part-Time	85,000	10.8%	85,800	8.6%	0.9%
45-64 years	255,000	32.5%	365,400	36.8%	43.3%
Full-Time	194,500	24.8%	285,400	28.7%	46.7%
Part-Time	60,400	7.7%	80,000	8.0%	32.5%
65+ years	9,800	1.2%	29,000	2.9%	195.9%
Full-Time	3,700	0.5%	15,000	1.5%	305.4%
Part-Time	6,100	0.8%	14,000	1.4%	129.5%

Source: Statistics Canada, Labour Force Survey

Average Hourly Wage[1] of Women in Canada

Of employed women in Canada, Alberta women received the highest average hourly wage in 2013, at $24.44 (Figure 16). Alberta's women's average hourly wage was $2.13 higher than employed Canadian women's average hourly rate of $22.31.

Figure 16

Average Hourly Wage of Employed Women in 2013, Canada and Provinces

Region	Average Hourly Wage
Canada	$22.31
Newfoundland and Labrador	$21.70
Prince Edward Island	$19.96
Nova Scotia	$20.16
New Brunswick	$19.51
Quebec	$21.04
Ontario	$23.00
Manitoba	$20.56
Saskatchewan	$22.73
Alberta	$24.44
British Columbia	$22.05

Source: Statistics Canada, Labour Force Survey

[1] Weekly and hourly wage rates are calculated in conjunction with usual paid work hours per week.

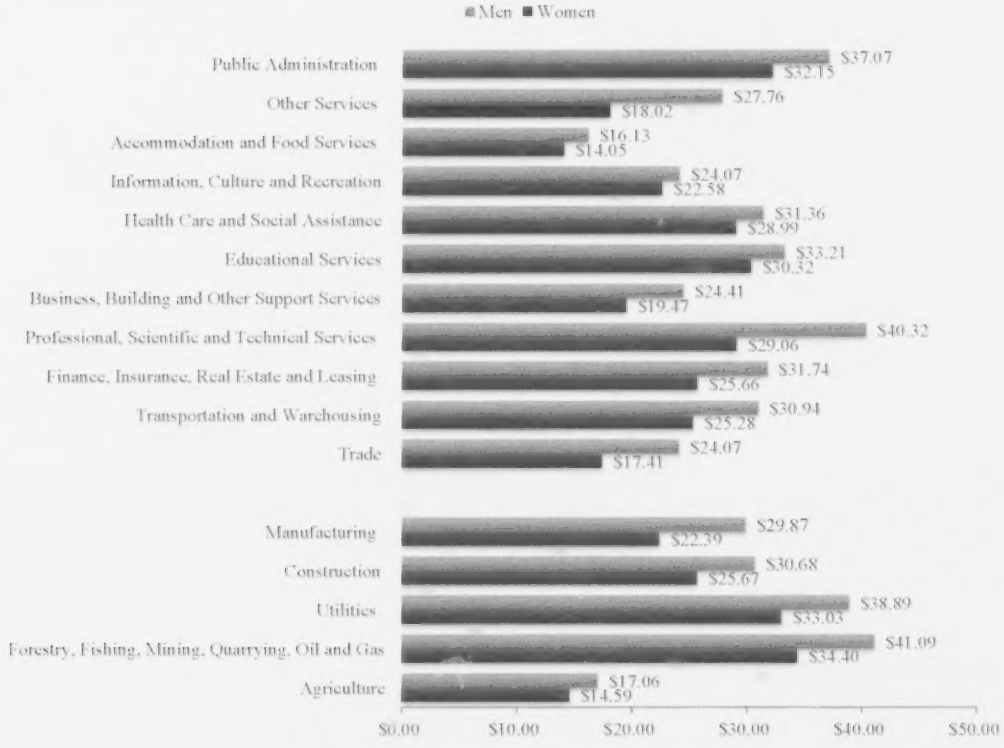
Average Hourly Wage of Women in Alberta by Industry

In 2013, the average hourly wage of all Albertans was $27.72. Alberta men's and women's average hourly wages were $30.63 and $24.44 respectively that year (Figure 17).

Women employed in the Forestry, Fishing, Mining, Quarrying, Oil and Gas industry had the highest average hourly wage, at $34.40 in 2013. Both women and men employed in the Accommodation and Food Services industries had the lowest average hourly wages, at $14.05 and $16.13, respectively. The greatest difference in average hourly wages between men and women was in the Professional, Scientific & Technical Services industry where women received, on average $11.26 per hour less than men. The smallest difference between men's and women's average hourly wages occurred in the Information, Culture and Recreation industry where women received, on average, $1.49 per hour less than men.

Figure 17

Average Hourly Wages by Industry and Gender, Alberta, 2013



Source: Statistics Canada, Labour Force Survey

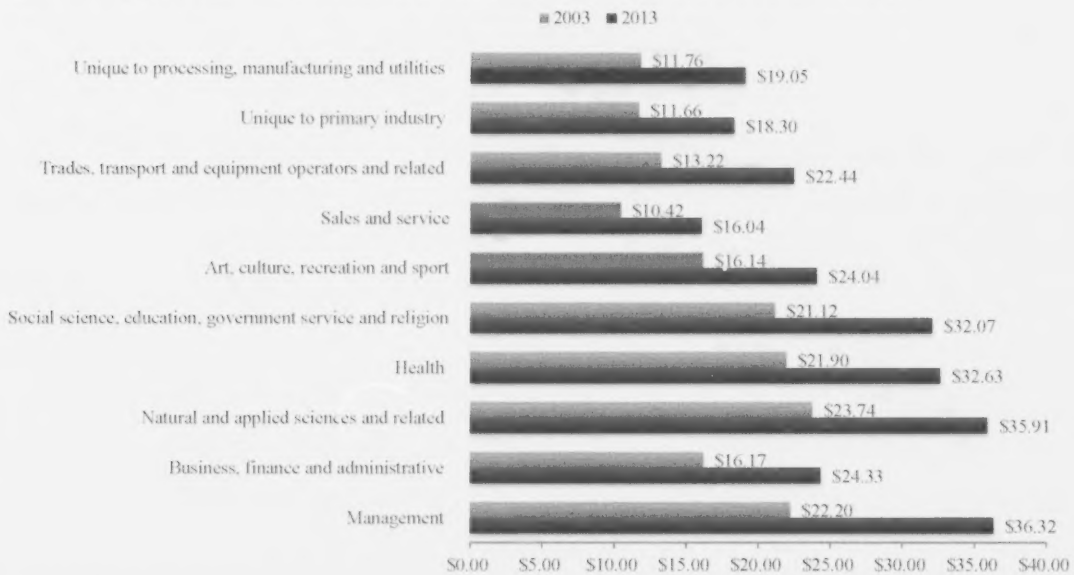
Average Hourly Wage of Women in Alberta by Occupation

Figure 18 shows that the average hourly wages for women were higher in all ten occupations over the ten-year period. The three occupations with the largest increase in average hourly wage between 2003 and 2013 were: Management, up $14.12; Natural and applied sciences and related occupations, up $12.17; Occupations in social science, education, government service and religion, up $10.95. The occupation with the smallest increase in the average hourly wage for women over the ten years was Sales and service occupations which increased $5.62.

Women in management occupations received the highest average hourly wage in 2013, at $36.32, while those employed in the Sales and service occupations received the lowest, at $16.04.

Figure 18

Average Hourly Wages for Women by Occupation, Alberta, 2003 and 2013



Source: Statistics Canada, Labour Force Survey

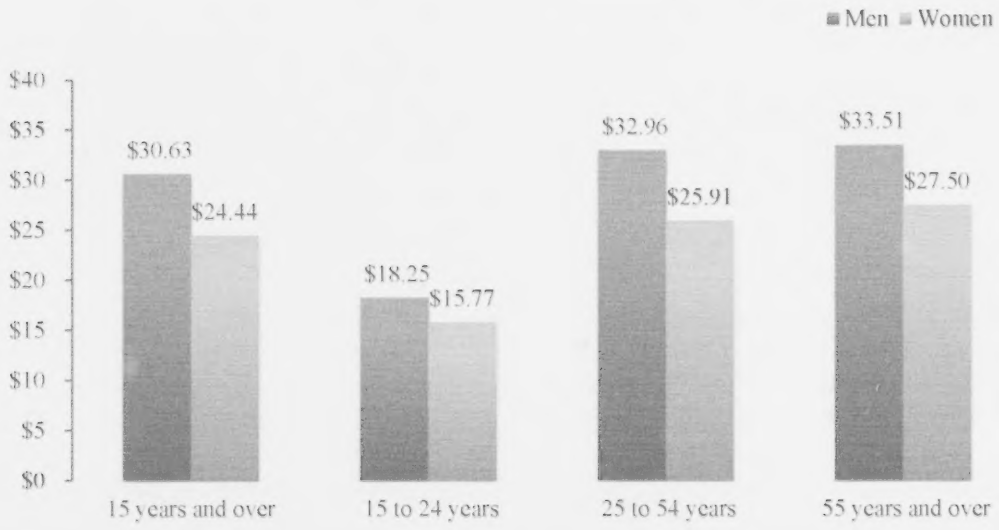
Average Hourly Wage of Women in Alberta by Age Group

Young men and women between the age of 15 and 24 had the lowest average hourly wage of the four age groups in 2013 (Figure 19). This age group also had the smallest difference in average hourly wages between men and women, of $2.48. The wage difference between Alberta women and men aged 25 to 54 years was $7.05; and was $6.01 for those 55 years of age and older.

Women aged 55 years of age and older had the highest average hourly wage of the three age groups, at $27.50. The average hourly wage in 2013 for Alberta men and women was $30.63 and $24.44 respectively.

Figure 19

Average Hourly Wage by Gender and Age Group, Alberta, 2013



Source: Statistics Canada, Labour Force Survey

Appendix

All of the following definitions are from the Guide to the Labour Force Survey, Statistics Canada.

Employment Rate: The number of persons employed expressed as a percentage of the population 15 years of age and over.

Industry: The general nature of the business carried out by the establishment for whom the respondent works (main job only).

Labour Force: The labour force is the portion of the civilian, non-institutional population 15 years of age and over who, during the survey reference week, were employed or unemployed. The reference week is defined as the week, usually containing the 15th day of the month, in which information is collected for the Labour Force Survey.

Occupation: The kind of work persons 15+ years were doing during the reference week, as determined by the kind of work reported and the description of the most important duties of the job. If the individual did not have a job during the reference week, the data relates to the most recent job held within the previous year.

Participation Rate: The total labour force expressed as a percentage of the population aged 15 years and over. This measure represents the proportion of the said population that is either employed or actively seeking employment.

Women: For the purpose of this report, women refer to females 15+ years.

Working Age Population: Those persons 15+ years except persons living on Indian reserves, inmates of institutions, and regular members of the Canadian Armed Forces.

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